

Police Civilian Review Panel (PCRP) 2025 Annual Report

Bryon L. Garner, PhD, Chair (2025-2026)

April 7, 2026

The Panel's Purpose, Structure, and Means

Purpose:

Enhance police legitimacy and build trust between the Fairfax County Police Department (FCPD), the Board of Supervisors, and the public.

Means:

1. Review completed Internal Affairs Bureau investigations involving abuse of authority or serious misconduct.
2. Determine whether investigations are accurate, complete, thorough, objective, and impartial.
3. Provide citizens an independent avenue for making a complaint against the police.
4. Make recommendations regarding FCPD policies and practices.

2025 Annual Report Overview

Volunteer and Staff Updates

- ✓ Bryon Garner served as Chair during 2025, with David Adams as Vice Chair.
- ✓ The Panel Management Analyst position turned over in January 2025; a new analyst began in March 2025.
- ✓ The Liaison and analyst launched a new shared online complaint form with OIPA support.
- ✓ Staff updated bylaws and administrative procedures during 2025 to strengthen day-to-day operations.



Panel leadership and members photographed at a public PCRP meeting

Key Takeaways from the Annual Report

Training

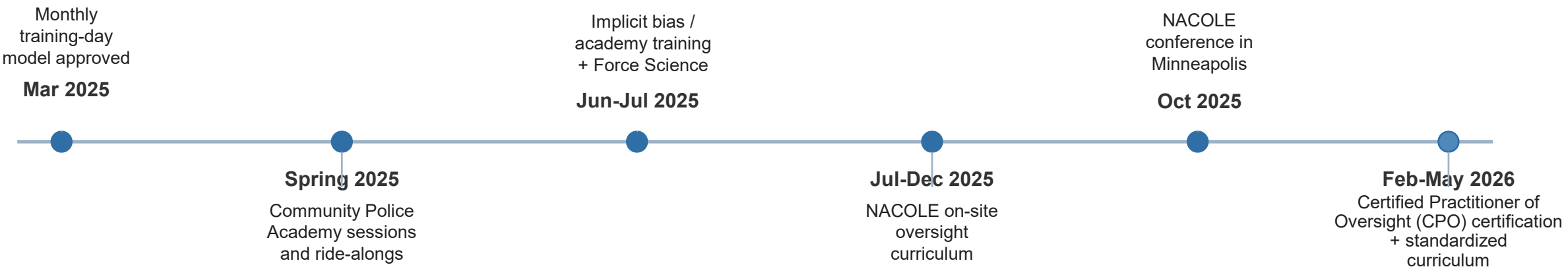
1. Panel members attended multiple Community Police Academy sessions in spring 2025.
2. June 2025 Criminal Justice Academy training covered implicit bias, firearms, and emergency vehicle operations.
3. National Association for Civilian Oversight of Law Enforcement (NACOLE) provided on-site civilian oversight training, and Panel members and staff attended the annual Minneapolis conference.
4. The report calls for continued expansion of the training curriculum in partnership with FCPD and the Office of the Independent Police Auditor (OIPA).

Oversight Effectiveness

1. The new Management Analyst role strengthened data handling and complaint-processing capacity.
2. The new online complaint form made intake immediately available to Office of Police Civilian Review Panel (OPCRP) and OIPA staff.
3. Staff continued bylaws and procedure updates to streamline internal operations.
4. The Panel and OIPA remained coordinated partners in Fairfax County civilian oversight.

2025-2026 Professionalization of Oversight

Chair Garner framed the term around a central question: "How can we perform oversight better?"



Leadership stability: the Panel voted to extend Chair and Vice Chair terms from one to two years.

Community Engagement and Complaint Intake Improvements

Community Engagement

1. Monthly meetings were held in the community, including Gum Springs and North County, with public comment invited.
2. Outreach touched James Lee, Sully, Fairfax National Association for the Advancement of Colored People (NAACP), Culmore, Providence Day, Hybla Valley, and Fair Oaks Community Advisory Committee (CAC).
3. Staff partnership work included the Foot Pursuit Policy Equity Action Team, Community Police Academy outreach, interfaith coordination, and One Fairfax engagement.

Complaint Intake and Process

31	17	10
Initial complaints	Review requests	Initial reviews

1. Fourteen of the thirty-one initial complaints arrived in the last quarter of 2025.
2. The shared online complaint form improved intake, data capture, and coordination with OIPA.
3. Subcommittee reviews were increasingly scheduled on full-panel meeting days to reduce member burden.
4. A 2025 bylaws change extended the initial-investigation deadline from 60 to 90 days.

Annual Report by the Numbers

2021-2025: Panel data trends (prepared January 2026)

Measure	2021	2022	2023	2024	2025	All Years
All complaints filed	28	24	27	32	**48**	159
Initial complaints filed	14	21	17	21	**31**	104
Initial complaints later requested for review in same year	9	3	3	4	**4**	23
Active initial complaints at year-end	N/A	N/A	9	4	**12**	25
Review requests filed	14	3	10	11	**17**	55
Review requests reviewed by a subcommittee	9	5	6	11	**10**	41
Review requests reviewed by the full Panel	0	1	0	5	**0**	6
Active review requests at year-end	N/A	N/A	4	6	**12**	22

* Some review requests are denied due to being time-barred and do not go to initial review.

2025 Allegation Snapshot

Top allegation categories recorded in 2025



Source table: Appendix A, Annual Report 2025

83

Total allegations recorded in 2025

The largest 2025 categories were:

1. Incomplete investigation / reporting
2. Misconduct
3. Policy violation
4. Unprofessional manner

Looking Ahead: Strategic Future of Civilian Oversight

Why now?

1. Propose Panel examine its role with AI and civilian oversight.
2. Propose that the Panel continue its training program, preparing for the transition of 3-4 board members in 2027
3. Recommend structural or legislative reforms to strengthen the independence and authority of civilian oversight bodies.
4. Propose that the Panel develop a five-year strategic plan for civilian oversight in Fairfax County that includes examining structural and legislative reforms to strengthen the independence and authority of civilian oversight bodies in VA.

"How can we perform oversight better?"

Strategic priorities signaled by the Chair report:

1. AI and technology accountability
2. Data-driven complaint oversight
3. Community benchmarks tied to trust and equity
4. A five-year framework for sustained improvement

Proposed Subcommittee on the Strategic Future of Civilian Police Oversight

1. Assess capacity gaps in complaint intake, investigative authority, subpoena power, and enforcement tools.
2. Establish an AI and technology accountability framework for surveillance systems, predictive analytics, and automated decision tools.
3. Develop community engagement benchmarks that reflect Fairfax County's racial, ethnic, and linguistic diversity, consistent with One Fairfax.
4. Recommend structural or legislative reforms to strengthen the independence and authority of civilian oversight bodies.
5. Align oversight goals with the Countywide Strategic Plan and future update cycles.

Goal: a transparent five-year strategy, grounded in data and community input, that positions Fairfax County as a national model for civilian oversight.